

# Overcoming Burnout



# Objectives

- Definition of burnout
- Recognize how burned out you are
- How to recognize burnout in others
- Consequences of burnout
- Basic Self-Care
- Strategies to overcome burnout
- Strategies to help others overcome burnout

# Definition

## What burnout is

- Depletion of energy for tasks at hand
- Inability to find inner strength
- Cannot recover without an action plan to correct

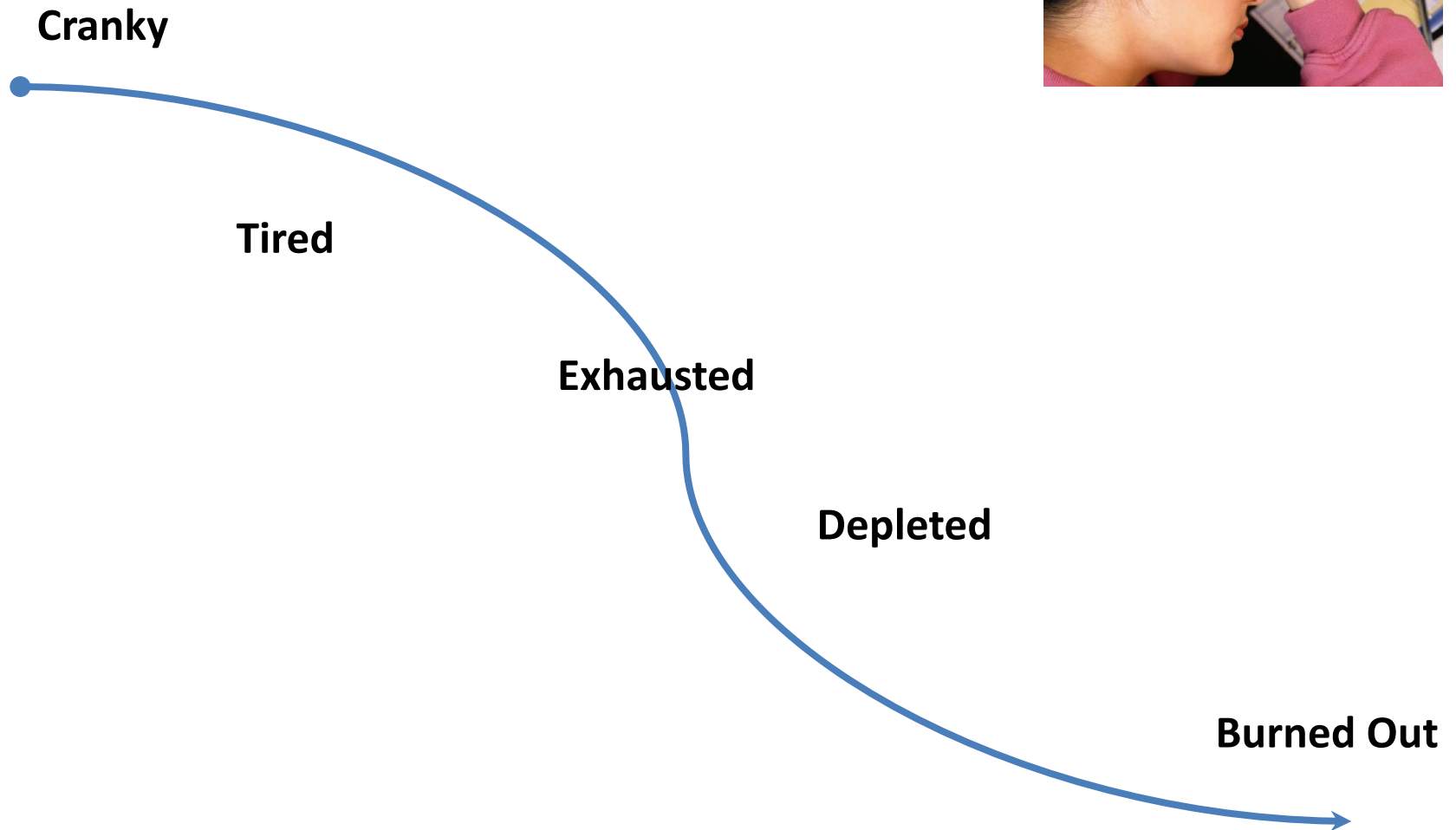
## What burnout is not

- Regular exhaustion – physical or mental
- Recover in a day or two – ability to feel recharged on your own
- Something a good night's sleep can fix

# The Facts

- Burnout is: emotional, physical and mental exhaustion caused by either excessive, prolonged, or a certain type of stress
  - Long term exhaustion
  - When problems seem insurmountable
  - No energy at work or home
  - A feeling of being overwhelmed

# Burnout Scale



# What are the Causes?

- Lifestyle choices
- Lack of control
- Unclear or unrealistic expectations
- Job or workplace issues and concerns
- Individual personality characteristics

# Recognize How Burned Out You Are

- How hard is it to get up in the AM?
- How much do you enjoy your job on a scale of 1-10?
- How often do you feel excited at work? 1-10
- Do you have 1 year, 3 year and 5 year plans?
- Do you still have dreams hopes and aspirations for your job and career?
- **First step is awareness!!**



# Recognizing Burnout in Others

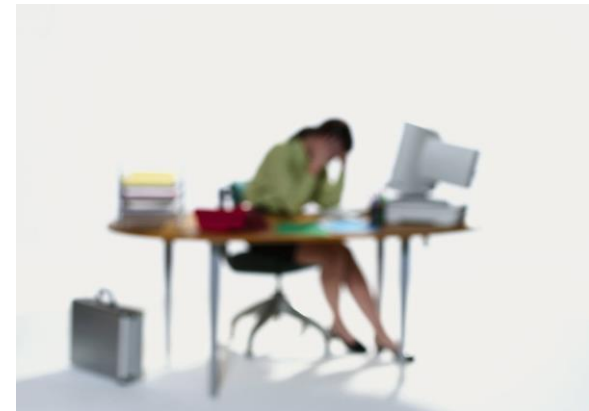
- Simply ask these same questions of your loved ones or co-worker or see if you observe these behaviors in them.
- It is important not to ignore burnout in others because it is contagious.
  - What happens when someone you work with is ALWAYS negative – and drags everyone down?
  - What happens when that spills over at home?





# Consequences of Burnout

- Sickness
- Lower productivity
- Damaged relationships
- Stalled careers
- Unfulfilled dreams



# Basic Self-Care

**You need to take care of your body to get through the day**

- Sleep – 7-8 hours seven night a week 80% of the time.
- Nutrition – overall healthy – everything in moderation, beware of eating as coping mechanism
- Exercise - 30 minutes as many days as you can – or 3 smaller 10 minute bursts of exercise. Move, move, move

# Strategies to Overcome Burnout

**If you are truly burned out – first find a mentor, coach, counselor who is going to encourage you.**

- You must set new specific goals for yourself to strive for
- Challenge yourself
- Pace yourself
- Make it hard – harder than you think you can stand
- Welcome change ! Shake it up : change your commute, what you wear, where you eat lunch.. We do need to change up the scenery from time to time!
- Work on organization and use a calendar
- Plan something to look forward to

# Other Strategies

## Encourage others to live a healthy lifestyle

- Support trial and errors on their part, as long as they are trying
- “Manipulate” changes
- Push others to go out of your comfort zone
- Have the person concentrate on their work and what they can control
- Acknowledge that you understand the burn out and why they feel that way while encouraging them to set goals

# Reversing Burnout Techniques

- Relaxation
- Take breaks
- Go for a walk
- Guided imagery
- Reframing the experience
- Connect with the peers that will push you to be more positive
- Expect life to be tough from time to time and know “this too shall pass”
- Manage expectations
- Focus on the positives in your life
- Burnout is reversible and by gaining work/life balance both spheres will benefit
- Lower your stress

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